



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF, ARMY RESERVE  
WASHINGTON, DC 20310-2400

DAAR-PEP (140)

3 January 2001

MEMORANDUM FOR Commander, Army Reserve Personnel Command (AR-PERSCOM),  
ATTN: ARPC-AR, 1 Reserve Way, St. Louis, MO 63132-5200

SUBJECT: Permanent Change of Station (PCS) Policy Memorandum for United States Army Reserve (USAR) Active Guard Reserve (AGR) Personnel

1. References:

- a. AR 614-6, 7 Oct 85, Permanent Change of Station Policy.
- b. AR 614-100, 17 Sep 90, Officer Assignment Policies, Details and Transfers.
- c. AR 135-18, 1 Sep 94, The Active Guard Reserve (AGR) Program.
- d. AR 140-30, 1 Sep 94, Active Duty in Support of the United States Army Reserve (USAR) and Active Guard Reserve (AGR) Management Program.
- e. AR 614-30, 1 May 97, Overseas Service.
- f. AR 614-200, 31 Oct 97, Enlisted Assignments and Utilization Management.

2. The Army Reserve Personnel Command (AR-PERSCOM) will manage AGR attachments per the above references with the goal of increasing the stabilization within the AGR force. As such, no AGR officer or Non-Commissioned Officer (NCO) will be ordered to execute a permanent change of station (PCS) move based solely on his/her time-on-station (TOS) in one geographical area.

3. Effective immediately, AGR personnel with less than five years TOS will not be ordered on a PCS unless they are affected by the provisions of this policy. Exceptions to this policy may be requested in writing to Commander, AR-PERSCOM, ATTN: ARPC-AR. The requesting commander (i.e., United States Army Civil Affairs and Psychological Operations Command (USACAPOC), Regional Support Command (RSC), Army Reserve Command (ARCOM), and United States Army, Europe (USAREUR)), will need to fund these exceptions by transferring Reserve Personnel Army (RPA) Active Duty for Training (ADT) funds (through the United States Army Reserve Command (USARC) for RSCs) to Office of the Chief, Army Reserve (OCAR). The current cost is \$6.3K per PCS. Foremost, unit commanders and supported Major Commands (US Army) (MACOM) will continue to be assigned the best AGR soldiers available. At all times, the career and family needs of each AGR soldier will be balanced against the needs of The Army.

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4. The AGR PCS assignments will meet United States Army Reserve (USAR) personnel priorities; to include the operational priorities identified by our supported commands. The following priorities are established, in order of precedence, for management of PCS reattachment (from highest to lowest priority):

a. Directed by OCAR (e.g. COL/CSM/SGM slating, command/program manager selection, ISG Program, and other needs of the Army).

b. Promotions to the next higher grade, when there are no vacant positions in the grade and specialty within the local area.

c. Professional development education (e.g. PDE board results, when the educational opportunity is of a length that requires PCS). When school length exceeds 90 days, FTSMD will determine the effectiveness of a PCS in conjunction with the educational opportunity, based on such factors as time on station, priority of unit, probability of replacement without violating time on station rules, and command desires.

d. Compassionate reassignment - board approval.

e. Medical. PCS will be approved when a Military Occupation Specialty Medical Review Board (MMRB) directs reclassification and there are no vacant positions in grade and specialty. A soldier who has been reattached into a medical hold account is later found fit for duty will be considered as "excess" (if position has already been backfilled).

f. Tenured position. The following positions are tenured: Overseas positions - Date Eligible for Return from Overseas (DEROS), Detailed Inspector General (IG) - 3 years, Detailed Recruiter - 3 years, Battalion Command - 2 years, Company Command - 3 years, Regional Training Site - Maintenance (RTS-M) - 3 years, Readiness Command Teams - 2 years, and Joint Readiness Training Center - 2 years. Positions with a high Personnel Tempo (PERSTEMPO) history will be considered on a case by case basis until they can be formally designated as tenured.

g. Excess. The FTSMD will coordinate local realignment (format 440 orders), when a soldier becomes "excess" due to a unit inactivation or relocation, or the position is no longer authorized due to unit priority changes or Full Time Support (FTS) Table of Distribution & Allowance(s) (TDA) structure changes. The number of high priority vacancies in the soldier's specialty and the AGR staffing levels of the unit will dictate the amount of time he/she will be allowed to remain in place excess.

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h. To accommodate AGR couples enrolled in the Army Married Couples program and not on an initial tour, if a vacant position can be found in the spouse's grade and specialty.

i. To support requests for terminal attachment as specified in the above reference if they are in the "move window" (four years for officers, five for enlisted), qualified for an authorized vacant or projected vacant position, and can complete a three year tour of duty before reaching eligibility for voluntary retirement (20 years). Soldiers who were granted terminal attachment who become "excess" are subject to the same guidance as for other excess soldiers.

5. Priority vacancies and projected vacancies to support in order:

a. AGR Recruiter.

b. AGR Retention NCO.

c. Force Support Package (FSP) 1 units.

d. Nominative positions:

(1) Department of Defense

(2) Joint.

(3) Department of the Army (DA) level.

(4) Inspector General (IG).

(5) Reserve Officer Training Corps (ROTC) Assistant Professor of Military Science (APMS).

e. "Key" positions at intermediate headquarters as identified annually by the commands. Commander may provide input to this process by submitting priority of fill lists for their vacant positions to the Commander, AR-PERSCOM, ATTN: ARPC-AR on a quarterly basis. This information will be considered in conjunction with the provisions of this policy.

f. All other requests.

6. Reattachments are intended to be career progressive. Priority positions will normally be filled with the first suitable soldier with the longest time on station. The term "suitable" refers to specialty match down to ASI/SSI. It is recognized that there are shortage specialties in which a new accession must be considered before a soldier without the requisite time on station is selected to PCS. Consideration will be given to training and reclassification to shortage

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specialties, consistent with the overall needs of the FTS force structure and availability of training funds.

7. The AGR management cells have the authority to "return without action" individual requests for PCS which do not meet the criteria of Army Regulations or this policy. Commands who choose to recommend approval for such requests will not receive a replacement until a soldier meeting the criteria becomes available.

8. The OCAR responsible official for AGR Officer Policy is MAJ James McKeithan, at (703) 601-3508 or DSN 329-3520. The OCAR responsible official for AGR Enlisted Policy is MSG Keith Long at (703) 601-3520, DSN 329-3520.



THOMAS J. PLEWES  
Major General, USA  
Chief, Army Reserve

CF:

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